COLLECTIVE GENIUS
The Values:
- Bold Ambition
- Collaboration
- Responsibility
- Learning

The Rules of Engagement:
- Respect
- Trust
- Influence
- See the whole
- Question everything
- Be data-driven
SUMMARY SUBSCALE RESULTS: ORGANIZATION

CAPABILITIES

CREATIVE ABRASION
- DIVERSITY OF THOUGHT
- CONSTRUCTIVE CONFLICT AND DEBATE
- MARKETPLACE OF IDEAS

CREATIVE RESOLUTION
- RIGHT PACE
- RIGHT LOCUS
- INTEGRATED DECISION MAKING

CREATIVE AGILITY
- EXPERIMENT
- REFLECT
- ADJUST

ADDITIONAL INNOVATION FACTORS
- DECISION-MAKING BASICS
- CUSTOMER INTIMACY
- INNOVATION RESOURCES

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<thead>
<tr>
<th>Core Competence</th>
<th>Today</th>
<th>Tomorrow</th>
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<tbody>
<tr>
<td>Execution</td>
<td>Execution &amp; Innovation</td>
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<table>
<thead>
<tr>
<th>Mindset</th>
<th>Today</th>
<th>Tomorrow</th>
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<tbody>
<tr>
<td>Setting direction</td>
<td>Shaping context</td>
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<thead>
<tr>
<th>Focus</th>
<th>Today</th>
<th>Tomorrow</th>
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<tbody>
<tr>
<td>Where we are going</td>
<td>Who we are</td>
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<tr>
<td>Minimizing differences</td>
<td>Amplifying differences</td>
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<tr>
<th>Outcome</th>
<th>Today</th>
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<td>Followers who execute</td>
<td>Communities who innovate</td>
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